

Federal Communications Commission

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Account number: 769704

Description: KVOA 397 EEO REPORT JUNE 2010

Application Reference Number: 20100528AAD

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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20100528AAD	
Legal Name of the Licensee KVOA COMMUNICATIONS, INC.					
Mailing Address 209 WEST ELM STREET					
City TUCSON		State or Country (if foreign address) AZ		Zip Code 85705 -	
Telephone Number (include area code) 5207922270		E-Mail Address (if available)			
FCC Registration Number 0006160212		Facility ID Number 25735		Call Sign KVOA	
TYPE OF BROADCAST STATION:		Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
Station List					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KVOA	25735	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	TUCSON, AZ	<input type="radio"/> Yes <input checked="" type="radio"/> No	
SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:					
Name SCOTT S. PATRICK, ESQ.			Street Address 1200 NEW HAMPSHIRE AVENUE, NW SUITE 800		

City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000
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FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? ☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.


CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent BILL SHAW
Title PRESIDENT AND GENERAL MANAGER	Telephone No. (include area code) 5207922270
Date 5/27/10	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II**RESPONSIBILITY FOR IMPLEMENTATION**

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: BILL SHAW

Title: PRESIDENT AND GENERAL MANAGER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III**MID-TERM REPORT**

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits**Exhibit 1**

Description: ATTACHMENT 1

Attachment 1

Description
2008-2009 EEO Public File Report
2009-2010 EEO Public File Report

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS, INC.
TUCSON, AZ

June 1, 2008 – May 31, 2009
Revised 5/21/10

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY (INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
1	Traffic Assistant	7/16/08	7/28/08	KVOA Employee Referral	4	1
				KVOA.com	2	0
2	Account Executive	7/18/08	8/1/08	KVOA Employee Referral	2	1
				TV Jobs.com	2	0
				Career Page.org	1	0
				Career AZ.Edu	1	0
				Other Referrals	4	0
3	Producer	7/15/08	9/15/08	KVOA.com	2	1
				TV Jobs.com	1	0
4	PT Web Content Producer	7/15/08	9/22/08	KVOA.com	1	1
				KVOA Employee	1	0
				KVOA Internship Program	1	0
5 & 6	Traffic Assistant	9/17/08	9/22/08	KVOA.com	2	2
				KVOA Employee Referral	2	0
7	PT Web Content Producer	10/1/08	10/3/08	KVOA.com	1	0
				KVOA Employee	1	1
				KVOA Internship Program	1	0
8	Account Executive	9/17/08	10/1/08	KVOA Employee Referral	3	0
				KVOA.com	8	1
				Tucson Help Wanted	1	0
9	Weekend Sports	9/30/08	10/17/08	KVOA Employee	1	1
				TV Jobs.com	1	0
				Television Agent	1	0
10	FT Production Assistant	9/19/08	9/22/08	KVOA Employee	3	1
				KVOA Employee Referral	1	0
11	PT Production Asst	9/19/08	9/22/08	KVOA Employee Referral	1	1
12	PT Weekend Editor	10/08/08	11/5/08	KVOA.com	1	1
13	Internet Account Manager	9/17/08	12/12/08	Tucson Ad Federation	4	1
				ABA Job Fair	1	0
				U of A/Wildcat Job Link	2	0
				KVOA.com	3	0
14	PT Producer	1/1/09	2/5/09	Employee Referral	1	0
				TV Jobs.com	1	1
15	Photographer	1/10/09	2/23/09	KVOA.com	2	0
				TV Jobs.com	2	1
16	PT Web Content Producer	2/15/09	3/9/09	KVOA Internship Program	1	1
				KVOA Temporary Employee	1	0
17	PT Graphic Artist	1/13/09	3/2/09	Pima Community College	1	1
				Tucson Ad Federation	1	0

				Monster.com	1	0
				KVOA.com	1	0
18	Account Executive	1/13/09	3/2/09	Career AZ.edu	2	1
				Kvoa.com	8	0
19	Account Executive	3/13/09	4/1/09	KVOA.com	9	1
				Tucson Jobs.com	1	0
				Employee Referral	1	0
				Sister Station-KPAX	1	0
				ABA Job Fair	1	0
20	PT Graphic Artist	1/14/09	4/15/09	KVOA.com	2	1
				Tucson Adv Federation	1	0
				Monster. Com	1	0
21	Internet Account Executive	3/13/09	5/4/09	KVOA.com	6	1
				Sister Station-KPAX	1	0
				Employee Referral	2	0
				Tucson Ad Fed	3	0
				AZ Wildcat	1	0
				Lost Remote.com	1	0

KVOA COMMUNICATIONS, INC.

**LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2008 – MAY 31, 2009**

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/03- Ongoing	College Intern Program	Expose college students to television news environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Involve in writing, producing and editorial process.	Kathleen Choal-News Director; Sarah Davis—Producer/Intern Coordinator
2	1109- Ongoing	University of AZ Press Cat Shadow Program	College students job shadow	College students job shadow reporter to learn day to day duties of reporting in the television environment	Lupita Murillo-Reporter
3	9/24/08	U of A Fall Career Fair	University of Arizona	Recruited Applicants for Sales Account Manager, Internet Account Manager, PT Production Assistant,	Jeff Green-General Sales Manager; Cathie Batbie-Assistant News Director; Kathleen Choal – New Director; Yvette Perez – Marketing Manager; Dave Kerrigan- Operations Manager; Paul Perez – Local Direct Sales Manager
4	10/23/08	Career Fair	KVOA career fair	Recruited applicants for PT Editor; Internet Account Manager and Sales Account Manager	Linda Tremelling—Business Mgr; Allison Callis—Internet Sales Manager; Dave Kerrigan—Operations Manager
5	10/25/08	Bear Essential News for Kids	Kids mentoring program.	KVOA hosts a weekend workshop in our studio for over 200 kids. KVOA Staff and Management teach them the basics of reporting and anchoring. Then throughout the year, the kids return to the station on a monthly basis to tape their reports which air on KVOA every week. This year over half the kids were minorities from schools throughout the metro area.	Ray Montano; Ben Nogales – Production Department; Jeff Davis – Engineering; Lorraine Rivera—News
6	1/14/09	Career Fair	Tucson Indian Center	Recruited applicants for various news, production and sales positions.	Linda Tremelling-Business Manager
7	1/16/09	Making Dreams Come True	Rotary Youth Leadership Awards	Spoke with students about the importance of following their dreams using education as a foundation	Lorraine Rivera Morning Anchor
8	3/10/09	Internship Career Fair	University of Arizona	Talked with students about opportunities of being interns in the newsroom	Kathleen Choal-News Director; Sarah Davis-Internship coordinator
9	3/16/09	Station Tours	One on One Mentoring/Berenis Romo	10 Children took tour building, Watch Noon Newscast talked to Talent about News Jobs	Lorraine Rivera Morning Anchor
10	3/17/09	Station Tours	Boy Scout Troop	Boy Scouts took tour of building. Watched the 6pm news and learned about careers in broadcasting	Kristi Tedesco--Anchor

11	3/18/09	Station Tours	Satori School	25 Students took tour of building. Learned about jobs in broadcasting	Anthony Cabrera--Reporter
12	3/19/09	Station Tours	Fruchthendler Elementary School	Students watch Noon News, Toured building and learned about careers in broadcasting	Kristi Tedesco--Anchor
13	3/20/09	Station Tours	TUSD School Students/Ruha Temlock	22 Children tour Weather Department and learned about broadcasting weather	Matt Brode/Weatherman
14	3/24/09	Station Tours	Amphi School	6 students toured station, watch the noon news cast and learned about broadcasting jobs	Lorraine Rivera--Anchor
15	3/24/09	Speaking Engagement	Pistor Middle School	Spoke with approximately 45 students about getting educations, journalism carriers, leadership traits and positive decision making	Lorraine Rivera--Anchor
16	3/26/09	Speaking Engagement	Challenger Middle School	Spoke with 30 6 th grade students in regards to getting educations, following their dreams and careers in journalism	Lorraine Rivera--Anchor
17	3/27/09	Station Tours	Home Schooled Children	10-20 Children toured station to learn about broadcasting	Anne Moral-Director
18	3/31/09	U of A Spring Career Days	University of Arizona	Recruited applicants for various News and Sales positions. Spoke with students in regards to their majors as how this did or did not fit into the broadcasting industry	Linda Tremelling-Business Manager, Kathleen Choal-News Director, Dottie Diaz-Traffic Manager, Dave Kerrigan- Operations Manager, Cathie Batbie-Asst News Director, Allison Callis--Internet Sales Manager
19	4/7/09	Station Tour	Community Outreach Program for the Deaf (COPD)	10 Students and 3 Adults toured station and learned about careers in the broadcasting industry	Lorraine Rivera--Anchor
20	4/9/09	Station Tour	Boy Scout Troop Pac-182	10 Boy Scouts and 10 Adults toured station and learned about various jobs in the broadcasting industry	Annie Moral--Director
21	4/10/09	Station Tour	Cub Scout Troop	4 Cub scouts and 2 Adults toured station and learned about various jobs in the broadcasting industry	Anne Moral--Director
22	4/20/09	Love of Reading Week	Kellond Elementary School	Read books and talked about television careers and the importance of attending college to kindergarten and 5 th graders	Lorraine Rivera--Anchor

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-MAIL			
Chicanos Por La Causa Employment Specialist 200 N. Stone Ave. Tucson, AZ 85701	Christine Abeyta FAX: 884-9007 TEL: 882-0018 Ext. 279 <u>Christine.Abey@cplc.org</u>	YES	0
NAACP Tucson Branch 2160 N. 6 th Ave. Tucson, AZ 85705	Clarence Boykins TEL: 622-8277 <u>Clarence540@aol.com</u>	YES	0
National Urban League 120 Wall Street New York, NY 10005	<u>Sharris@nul.org</u>	YES	0
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Bakerx FAX: 623-9364 TEL: 791-9522 <u>dbakerx@csd.pima.gov</u>	YES	0
Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705	Benny M. McCabe FAX: 884-0240 TEL: 884-7131 <u>Benmccabe@hotmail.com</u>	YES	0
National Association of Hispanic Journalists 1000 National Press Blvd. 529 14th MW Washington D.C. 20045-2001	NAHJ Job Bank FAX: 202-662-7144 TEL: 202-662-7168 <u>jobbank@nahj.org</u>	YES	0
Family Support Center 3500 S. Craycroft Rd. Bldg. 3210 Davis-Monthan, AFB, AZ 85707	Tom E. Reardon, MA, CFLE FAX: 228-5622 TEL: 228-5690 <u>Tommie.rearden@dm.af.mil</u>	YES	0
Mississippi University for Women 1100 College St. MUW-1624 Columbus, MS 39701	Towanda Williams Fax: 662-329-7192 Tel: 662-241-7619 <u>twilliams@MUW.edu</u>	YES	0
Fred G Acosta Job Center 901 S. Campbell Ave. Tucson, AZ 85719	Laura Gonzales TEL: 879-9234 <u>Allmom.natasha@jobcorps.org</u>	YES	0

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
MAIL			
D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701	Wonita Yodice TEL: 628-6810	YES	0
Goodwill Industries of So. Arizona Inc. 1940 W. Silverlake #405 Tucson, AZ 85713	Mickie White TEL: 623-5174	YES	0
Tetra Corporation P.O. Box 50544 Tucson, AZ 85703	Mary Lespron TEL: 622-4874 Ext. 130	YES	0
Tucson Black Chamber of Commerce 1630 N. Stone Ave. Tucson, AZ 85705	Shirley Hockett	YES	0
Community Outreach Prog for the Deaf & Blind 268 W. Adams St. Tucson, AZ 85705	Jane Kiser-Schmidt	YES	0
Tohono O'odham Nation PO Box 837 Sells, AZ 85634	Freddie Lopez	YES	0
Pima County Tucsons/Womens Commission 240 N. Court Avenue Tucson, AZ 85701	Annette Tel: 520-624-8318	YES	Discontinued 8/19/08 per their request
KUAT Communications University of Arizona Tucson, AZ 85721	Terri Sweet 621-5828	YES	0
National Assoc. of Black Journalists University of Maryland 8701-A-Adelphi Road Adeiphi, MD 20783	Ryan Williams Tel: 301-445-7100	YES	0
Scottsdale Community College 9000 East Chaparral Road Scottsdale, AZ 85253	Raymond Dixon	YES	0

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
FAX			
Dept. of Economic Security 5441 E. 22 nd Street Tucson, AZ 85711	Olga Pinedo FAX: 584-9567 TEL: 584-8172	YES	0
Gospel Rescue Mission 312 W. 28 th St. Tucson, AZ 85713	Jenny Coverdale FAX: 622-5880 TEL: 622-3495	YES	0
Pima Community College 4905 C. E. Broadway Blvd. Tucson, AZ 85711	Mary Holmes FAX: 206-4566 TEL: 206-4596	YES	1
Pima County One Stop Career Center Tucson, AZ 85705	Donna Baker FAX: 798-0599 TEL: 798-0500	YES	0
P.H.A.S.E./YWCA 1230 N. Park Ave. #209 Tucson, AZ 85705	Bernadette Wilkinson FAX: 884-5205 TEL: 884-7810	YES	0
ACAP Job Assistance Center Dept. of the Army United States Army Intelligence Fort Huachuca, AZ 85613	Angela Baker FAX: 520-533-7059 TEL: 520-533-5764	YES	0
Tucson Women's Commission 240 North Court Ave Tucson, AZ 95701	Monica Mueller FAX: 624-5599 TEL: 624-8318	YES	0
Arizona Commission of Indian Affairs 1400 West Washington, STE 300 Phoenix, AZ 85007	Lone Wells FAX: 602-542-3223 TEL: 602-542-3123	YES	0

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-MAIL			
AWRT-Tucson Chapter Tucson, AZ	Katrina Noble Katrina@adwiz.com Tel: 520-745-8221	NO	0
Tucson Advertising Federation P.O. Box 90167 Tucson, AZ 90167	Pearl Ford-Fytte membership@tucsonadfed.org Tel: 520-326-1060 Fax: 520-326-9973	NO	9
Brown Mackie College	Lilliana Bujanda Tel: 520327-6866 lbujanda@brownmackie.edu	NO	0

All Open Positions were posted with All Sources listed below

MAIL			
Chicano/Hispanic Student Affairs Economics 23 PO Box 210023 Tucson, AZ 85721	Leona R. Puente	NO	0
LULAC PO Box 2443 Tucson, AZ 85702	Richard Fimbres	NO	0
Access Tucson 124 E. Broadway Blvd. Tucson, AZ 85701	Sam Barron	NO	0
Jackson Employment Center 300 E. 26 th St. Tucson, AZ 85713	Cheryl Bakari 838-3300	NO	0
KQTL 2955 E. Broadway Blvd. Tucson, AZ 85716	Araceli Espinoza 628-1200	NO	0
Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, AZ 85746	Carmen Thomas, HR Director	NO	0
Emanuel Grace Church 1440 Camino del Sierra Tucson, AZ 85713	Minister Charles Watkins	NO	0

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES – SISTER STATIONS

STATION	CONTACT	INTERVIEWED
FAX		
KXLF 1003 S. Montana Butte, MT 59701	Pat Cooney, General Manager FAX: 406-782-8906 TEL: 406-496-8400	
KRTV Hwy 87, PO Box 2989 Great Falls, MT 59404	Jon Saunders-General Manager FAX: 406-791-5479 TEL: 406-453-2431	
KPAX PO Box 4827 Missoula, MT 59801	Bob Hermes, General Manager FAX: 406-543-7111 TEL: 406-543-7106	2
KTVQ PO Box 2557 Billings, MT 59103	Monty Wallis, General Manager FAX: 406-252-9938 TEL: 406-252-5611	
KOAA 2200 7 th Ave. Pueblo, CO 81003	Evie Hudson, Business Manager FAX: 719-295-6685 TEL: 719-544-5781	
KATC PO Box 63333 Lafayette, LA 70506	Kathy Schexnayder, Business Manager FAX: 337-235-9363 TEL: 337-235-3333	
KRIS 409 Staples St. Corpus Christi, TX 78401	Alice Galindo, Business Manager FAX: 361-887-6666 TEL: 361-886-6100	
WLEX PO Box 1457 Lexington, KY 40591	Sandy Byron, Business Manager FAX: 859-254-1272 TEL: 859-226-7600	
KSBY 1772 Calle Joaquin San Luis Obispo, CA 93405	Dorothy Rivera, Business Manager FAX: 805-541-5142 TEL: 805-541-6666	

RECRUITMENT SOURCES

RECRUITMENT SOURCES	INTERVIEWED
kvoa.com	48
KVOA Employees	6
KVOA Temporary Employees	1
KVOA Former Employee Rehire	
KVOA promotion within the station	
KVOA Employee Referral	17
cordillera.tv/admin	
careerpage.org	1
tvjobs.com	7
medialine.com	
career.arizona.edu	3
Internet Websites	3
Other Profession Job Websites	1
Spots 'n Dots	
Graeme Newell's	
Career Builders	
Talent Dynamics	
Local TV Station	
University of Arizona/AZ Wildcat	3
KVOA/University of Arizona Internship Program	3
Arizona Daily Star Newspaper	
Tucson Citizen Newspaper	
Other Referral	4
Television Agent Referral	1
Tucson Help Wanted.com	1
IRE.com	
TV Spy.com	
TV Newsgigs.com	
Job Fairs	2
Total Interviewed	113